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Structure and Functions of Party Organs:

CADRE DEVELOPMENT

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Structure and Functions of Party Organs

CADRE DEVELOPMENT

I. Introduction.

A. The cadre is the backbone of organization.

1. Every CP needs a core of members upon which it can depend for support at all times and from among whom the new leadership is selected.
2. All members who hold an office, or who are in some way working for the Party actively (Activists) without holding a specific office form the CADRE.
3. The importance of the CADRE, especially of the CADRE members who provide direct leadership to the members cannot be stressed enough. They are the driving wheels of the Party and the Party therefore provides for and watches over their development. As a rule Party workers cannot always work to full capacity without improving themselves.

B. Cadre courses provide party functionaries with the necessary assistance in their development especially in their work with the CPSU and other fraternal CP's experience in practical and theoretical matters.

II. Selection, Promotion, and Allocation of Cadres.

A. Commanding Staff of the Party. The Party cadres constitute the commanding staff of the Party, and since our Party is in power, they also constitute the commanding staff of the leading organs of the government.

B. Cadres. In order to carry a correct line into effect, we must have cadres, people who understanding the political line of the Party, who accept it as their own line, who are prepared to carry it into effect, who are able to put into practice and are capable of answering for it, defending it, and fighting for it. (Stalin, XVIIIth Congress, 1939).

1. Valuing cadres as gold reserves of the Party, treasuring them, respecting them;
2. Knowing cadres, carefully studying their individual merits and shortcomings, knowing in what post the capacities of a given member are most likely to develop;

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3. Carefully fostering cadres, helping every promising member to advance, not grudging time or patiently "bothering" with such members and accelerating their development;
4. Rapidly promoting new and young cadres in time so as not to allow them to stagnate on their old posts and grow stale;
5. Allocating members to posts in such a way that each feels he is in the right place, that each may contribute to the common cause the maximum his personal capacities enable him to contribute, and that the **GENERAL THESIS** of the work of allocating cadres may fully answer to the demands of the political line for the carrying out of which this allocation of cadres is designed;

C. Selection of Cadres.

In selecting the Cadres (i.e., in placing members in leading Party positions, from top to bottom) the Party leadership should be guided by the following criteria concerning members who must be:

1. Loyal to the Party (i.e., politically developed, reliable);
2. Profoundly devoted to the cause of the working class;
3. Faithful to the Party as proved under fire (i.e., fire-tested in battle, in prisons, before the judge's bench, in face of the class enemy, etc.);
4. Closely associated with the masses (i.e., living for the masses, "feeling the pulse" of the masses, knowing their sentiments and needs).
 - a. CP leaders should strive to be recognized by the masses as THEIR leaders;
 - b. They should through self-denial and determination in the struggle convince the masses of their qualifications of leadership;
5. Able to alien themselves independently in any situation and not shirk from responsibility for any decision, therefore capable of making quickly and boldly, responsible decisions in the most intricate situation; i.e. able to grasp the importance of a decision and make a decision;
6. Able not to succumb to vanity in moments of success;
7. Demonstrate unswerving firmness in carrying out decisions;

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8. Have the spirit of discipline and Communist strength in the fight against the external as well as the internal enemy, or deviationist elements;
9. Have the right concept of criticism and self-criticism (i.e., ability to follow the Party Line-Strategical and Tactical);
10. Have the capacity for development.

(Bold and timely-promoting young cadres); old cadres—a valuable asset to the Party, they possess tremendous experience in Party leadership, schooling in Marxist-Leninist principles, knowledge of affairs, capacity for orientation, but keep an eye on the past.

III. Functions of the Cadre Organs (Department, Commissions, Committees, etc.).

- A. Selection, training, and work assignments of functionaries;
- B. Screening of all Party functionaries of high and intermediate levels (also performed by Party Control Commissions);
- C. Setting up dossiers on new members (candidates) with copies forwarded to higher echelons;
- D. Responsibility (partial) for Party Security (Control Commission);
- E. Maintenance of discipline in organizational units;
- F. Attempt to mediate and settle differences by discussion;
- G. Promotion of recruiting (militants especially). Forming new cadres, confirming their activity, indicate their qualities or shortcomings, improve them, etc.
- H. Checking of fluctuation of membership;
- I. Checking and controlling whether the decisions of the Party units are carried out (also a function of the Control Commission).
- J. Organizing fractions in non-Communist organizations (Mass).
- K. Assisting lower echelon organizations through instructors;
- L. Explaining and popularizing organizational decisions (Congresses);
- M. Exchange of organizational experiences through papers, bulletins, meetings, etc.
- N. Promoting organizational directives, outlines for work in units (Campaigns, recruiting, elections, etc.).

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Note: See PROBLEMS OF LENINISM (11th Edition), "Report on the Work of the Central Committee to the XVIIIth Congress of the VCP(b)/ CPSU(b). Delivered March 10, 1939. Chapter III - "Further Strengthening of the CPSU(b); Paragraph 2 - "Selection, Promotion and Allocation of Cadres".